

## **Assessing a Conviction**

It is impossible to produce a list of those convictions that should be taken into account, and those that should not, any more than health conditions can be split into relevant and irrelevant conditions. Assessing a conviction to make a reasoned judgment about risk is a fairly simple process. It involves checking a person's criminal history against the following criteria:

- Relevance of the offense(s) to the job being applied for.
- How long ago the offense(s) occurred?
- How many times has the person offended?
- Nature and seriousness of the offense(s).
- Background to the offenses; (circumstances often change, i.e., drug dependency, homelessness).
- Were the offenses work related?
- Person's attitude regarding the offense(s).